Workforce Race Equality Standard

**REPORTING TEMPLATE**

Template for completion

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| **Name of provider organisation** | **Date of report; month/year** |  |
| South West Yorkshire Partnership NHS Foundation Trust | Month: August | Year: 2023 |
| **Name and title of Board Lead for the Workforce Race Equality Standard** | | |
| Greg Moores, Chief People Officer | | |
| **Name and contact details of lead manager compiling this report.** | | |
| Iffath Hussain Diversity, Inclusion Belonging Lead [iffath.hussain@swyt.nhs.uk](mailto:iffath.hussain@swyt.nhs.uk) | | |
| **Names of commissioners this report has been sent to** | | |
| Wakefield District Health & Care Partnership  NHS West Yorkshire and South Yorkshire ICB  Barnsley, Kirklees Health & Care Partnership  Calderdale District Health & Care Partnership  North of England & NHS Improvement  West Yorkshire Collaboratives  South Yorkshire Commissioning Hub | | |
| **Names and contact details of co-ordinating commissioner this report has been sent to** | | |
| Amanda Capper - Head of Contracts - South Yorkshire ICB - Barnsley - [Amanda.capper@nhs.net](mailto:Amanda.capper@nhs.net)  Michael Bennett - Senior Contract Manager – Kirklees and Calderdale, Health & Care Partnership - NHS West Yorkshire ICB [Michael.bennett3@nhs.net](mailto:Michael.bennett3@nhs.net)  Ryan Turnbull - Senior Contract Manager – Wakefield District Health & Care Partnership - NHS West Yorkshire ICB - [ryan.turnbull@nhs.net](mailto:ryan.turnbull@nhs.net)  Rita Thomas- Head of Mental Health North East and Yorkshire Region, NHS England, and NHS Improvement [rita.thomas1@nhs.net](mailto:rita.thomas1@nhs.net)  Sarah Jane Sam’s - West Yorkshire Provider Collaboratives [sarahjane.sams1@nhs.net](mailto:sarahjane.sams1@nhs.net)  Michelle Fearon - SYB commissioning hub. [michelle.fearon1@nhs.net](mailto:michelle.fearon1@nhs.net) | | |
| **Unique URL link on which this report will be found at:**  <https://www.southwestyorkshire.nhs.uk/about-us-2/performance/workforce-equality/> | | |
| **This report has been signed off Lindsay Jenson Deputy CPO, on behalf of the Board 30.8.23** | | |

**Report on the WRES indicators**

1. **Background narrative**

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| 1. **Any issues of completeness of data** |
| No issues |

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| 1. **Any matters relating to reliability of comparisons with previous years.** |
| No issues |

1. **Total numbers of staff**

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| 1. **Employed within this organisation at the date of the report.** |
| There were 4798 staff employed by South West Yorkshire Partnership NHS FT as of 31st March 2023 |

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| 1. **Proportion of BME staff employed within this organisation at the date of the report.** |
| 12.8% BME staff in the workforce as of 31st March 2023 |

1. **Self-reporting**

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| **a. The proportion of total staff who have self-reported their ethnicity.** |
| 99.74% of staff have self-reported their ethnicity – (0.06% non-clinical / 0.19% clinical) |

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| **b. Have any steps been taken in the last reporting period to improve the level of self-reporting by ethnicity.** |
| The Trust uses ESR employee self-service which staff have been encouraged to use to self-report and check their own data. |

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| 1. **Are any steps planned during the current reporting period to improve the level of self-reporting by ethnicity.** |
| Trust plans to continuously ask staff to check their personal data stored on ESR on an annual basis. |

1. **Workforce data**

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| * 1. **What period does the organisation’s workforce data refer to?** |
| Years ending 2022/23 compared to 2021/22 |

1. **Workforce Race Equality Indicators**

Please note that only high-level summary points should be provided in the text boxes below – the detail should be contained in accompanying WRES action plans.

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|  | **Indicator** | **Data for reporting year** | **Data for previous year** | **Summary points** |
|  | *For each of these four workforce indicators, the Standard compares the metrics for White & BME staff.* |  |  |  |
| **1** | Percentage of staff in each for the AfC bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce.  Percentage of staff in each of the AfC bands 1-9- or Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce. | **Please see Appendix 1** | **Please see Appendix 1** | The number of BME staff in the workforce has increased by headcount of 94. (521 in 2022 to 615 in 2023 (including AfC 1-9, VSM and medic staff))  The total percentage BME staff in workforce is now 12.8%. (Total workforce 4797 at 31.3.23) |
| **2.** | Relative likelihood of White staff being appointed from shortlisting compared to that of BME staff being appointed from shortlisting across all posts. | **1.08** | **1.40** | The data shows that BME applicants are less likely to be appointed from shortlisting than white applicants. This year has shown an improvement. |
| **3.** | Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. | **0.42** | **2.37** | The data shows that BME staff are now significantly less likely to enter a formal disciplinary process than white staff in this reporting year.  This is a significant drop from last year’s reporting.  A cultural and environmental questionnaire is completed by both the individual(s) and the manager. This looks at the individuals’ cultural perspective and the culture and behaviours on the ward/service to reduce any cultural or environmental basis. This is completed prior to any decision progressing to either the Resolution or formal disciplinary process.  The introduction of this positive approach, has impacted on the relative likelihood figure for this reporting year as the numbers of staff going through a formal process has reduced by around2/3. This means that the numbers involved in this year’s calculation are now so small that meaningful comparisons are challenging. The disciplinary policy is being reviewed at present and We will continue to monitor and evaluate the new process to ensure this is not having any adverse impact on BME staff. |
| **4** | Relative likelihood of White staff accessing non-mandatory training and CPD as compared to BME staff. | **0.70** | **0.86** | The data show that BME staff are more likely to access non-mandatory training and CPD than White staff. The data includes medical staff. |

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|  | **Indicator** | **Data for reporting year** | | | **Data for previous year** | | **Summary points** |
|  | *For each of these four staff survey indicators, the Standard compares the metrics for each survey question response for White and BME staff* |  | | |  | |  |
| **5.** | KF25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives, or the public in last 12 months | **White** | **27.3** | | **White** | **27.1** | The 2022 staff survey was sent to all staff in the Trust. The response rate was up from 41% in 2021 to 50% (2303 responded) in 2022.  2022 staff survey results indicate that the BME staff who responded were more likely to experience harassment and bullying from service users and carers than white staff. The position is now worse than last year’s figures and average benchmark group of 31.5%. |
| **BME** | **37.0** | | **BME** | **31.1** |
| **6.** | KF26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months | **White** | **16.0** | | **White** | **15.6** | 2022 staff survey results indicate that the BME staff who responded were more likely to experience harassment and bullying than white staff. However, this position has improved since last year figures, and we are below the average benchmark group of 22.8% |
| **BME** | **18.5** | | **BME** | **21.5** |
| **7** | KF21. Percentage believing that the Trust provides equal opportunities for career progression or promotion | **White** | **63.0** | | **White** | **62.1** | 2022 staff survey indicates that the BME staff who responded indicated they were more negative regarding believing the Trust provides equal opportunities for career progression or promotion than white staff. These figures have got worse compared to last year by 3.8% |
| **BME** | **49.8** | | **BME** | **53.0** |
| **8** | Q16b. In the last 12 months have you personally experienced discrimination at work from any of the following?  b) Managers, team leader or other colleagues? | **White** | **4.5** | | **White** | **4.1** | 2022 staff survey indicates that the BME staff who responded were more likely to experience discrimination at work from their manager, team leader or other colleagues than white staff.  This position has improved since last year and we remain below average percentage of other benchmark groups. |
| **BME** | **10.5** | | **BME** | **13.0** |
|  | *Board representation indicator. For this indicator, compare the difference for white and BME staff* |
| **9** | Percentage difference between the organisations Board membership and its overall workforce disaggregated by:  Voting membership of Board  Executive membership of Board | **+ 10.3%**  **+ 12.2%** | | **+ 11.9%**  **+13.8%** | | | The Trust has 3 BME Voting Board members.  2023, 3 x BME 9 x White 2022, 3 x BME, 10 x white.  Reporting year  White workforce 87%  BAME workforce 12.8%  Previous year  White workforce 88.6%  BAME workforce 11.2% |

Note 1: All provider organisations to whom the NHS Standard Contract applies are required to conduct staff surveys though those surveys for organisations that are not NHS Trusts may not follow the format of the NHS Staff Survey.

Note 2: Please refer to the Technical Guidance for clarification on the precise means of each indicator.

**Report on the WRES indicators, continued**

1. Are there any other factors or data which should be taken into consideration in assessing progress? Please bear

in mind any such information, action taken and planned may be subject to scrutiny by the Co-ordinating Commissioner or by regulators when inspecting against the “well led domain”.

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| The Trust also publishes a detailed Equality Workforce Monitoring Annual Report on our website, link at No 7 below. Progress regarding the Equality agenda is monitored by the Trust Board at the Equality, Inclusion, and Involvement Committee  The Trust provides secure services across Yorkshire and Humber which has a different population make up compared to that of its local services. |

1. If the organisation has a more detailed Plan agreed by its Board for addressing these and related issues you are asked to attach it or provide a link to it. Such a plan would normally elaborate on the steps summarised in section 5 above setting out the next steps with milestones for expected progress against the metrics. It may also identify the links with other work streams agreed at Board level such as EDS2.

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| The Trust has developed a WRES workforce 4-point action plan, please see link below:  <https://www.southwestyorkshire.nhs.uk/about-us-2/performance/workforce-equality/> |